



Black Business & Professional Association
Creating Opportunities • Celebrating Excellence • Investing In The Future

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BBPA Annual General Meeting Minutes July 22, 2021

Call to Order & Prayer	Call to Order and Prayer and Land Acknowledgement at 6:00pm: by Nadine Spencer, BBPA President and meeting Chair.
Acceptance of Agenda	Chair called the meeting to order; and verified quorum (20 paid members). Requested the approval of the agenda.
Welcome & Introduction	<p>Poll to members re the agenda approval was concluded at 100% of participants. Motion moved by Ross Cadasse, VP-BBPA that the agenda be adopted as circulated. Seconded by Andrea Barrett, Floor member. Called to vote by the Chair.</p> <p>In the absence of any objections, the motion was carried.</p> <p>Chair acknowledged that legal notice was sent to members as and when due. It was read by Nadine Spencer, AGM chair.</p> <p>Chair welcomed the members to the BBPA AGM.</p>
Approval of the Minutes	<p>It was acknowledged that the minutes were sent ahead of time to the members. A poll conducted by members present, reflected 100% approval without corrections/amendments to the minutes. Michael Pinnock moved that the minutes of the 2021 AGM be accepted as circulated. Motion seconded by Frances Delsol, Executive Director. Called to vote by Nadine Spencer.</p> <p>Carried</p>
Resolution of Board Members	Ed Delsol read the resolution that resolved all Board members from any liability in the trust that all decisions made by the Board are made in good faith. A poll conducted reflected 100% acceptance to the resolution. Motion moved by Ed and seconded by Jenny Gumbs, Floor Member.

**President's
Annual Report**

President welcomed everyone to the AGM and thanked them for participating in what has been a very exciting, challenging, but successful year. She noted the pandemic as being one of our biggest challenges inflicting untold damage on many of our businesses in the Black community. She noted that our community was the hardest hit, but as everyone knows the BBPA will never cease to be diligent in our journey to improve the lives of Black entrepreneurs and professionals across Canada and we continue to do this successfully. We continue to develop and deliver programs and support for black entrepreneurs across the country.

She highlighted the most important achievements this year:

- The BBPA Harry Jerome Awards, which recognizes excellence in our community. The HJA is a vision board of possibilities for Black youth to “see what they can be” and that we and they are not the narrative that the media portrays, that they are so much more. The HJA recognized 10 exceptional entrepreneurs for 2021 and then another 10 from the previous year when we were unable to meet in person. We are very proud that with the resources from our HJA, we enable students to go on to post-secondary studies as the HJA supports our National Scholarship Program.
- Little Jamaica: The work continues to build the businesses in little Jamaica. The announcement was made last week of a \$18 million investment for main street businesses in Ontario. \$1million of that, over a period of 3 years, went to little Jamaica through the efforts and work of the BBPA. Additionally, during COVID we provided the Black Business Emergency Relief Grant BBERG, where we gave \$150,000 immediate grant relief to businesses in little Jamaica; but not just in Little Jamaica as far as Halifax and Windsor.
- Face stands for the Federation of African Canadian Economics. The BBPA was one of five founding members of this group; FACE adjudicates loans up to \$250,000 resulting from the federal government's Black Entrepreneurship Loan fund, a \$293 million collaboration between the government, the Business Development Bank of Canada, major financial institutions, and FACE. It is a game-changer for Black businesses in Canada and we are very proud to be a part of FACE. We are also very proud to host FACE CEO Tiffany Calendar this week, as she tours with us throughout Ontario, holding conversations with various businesses. And you will hear from her in a little while, because Tiffany is with us today. And of course, after the AGM. We will be hosting the community townhall right here where we are at JCA.
- BAIDs program which stands for Business Advisory implementation Development Services. Because of the need for wraparound service that makes the businesses Faceable, as Black businesses come to the BBPA they are able to get the assistance and the support they need to be prepared to apply for FACE loans. if individuals do not wish to go apply for the FACE loans, they are able to get the business

	<p>supports they need: Business Plans, Legal, HR solutions, marketing, any help that they need to strengthen and support their businesses, through BAIDS, the support is there.</p> <ul style="list-style-type: none"> • As a hopeful sign of the pandemic lifting, we again held our annual golf tournament and fundraiser, which was a huge success and a sold-out event. The whole board. Staff and I, worked tirelessly to make this year happen successfully. All of my fellow members are to be congratulated for their efforts. <p>I am so very honored to be the BBPA President this year, to help steer the BBPA through the beginning of the end of the pandemic, and to introduce all of these new programs - 21 in all. This has been a very humbling honor for me and the Board of Directors, there's so many people who have helped us, and so many important groups that have allied with us, including corporations, financial institutions, government at all three levels, and next year our star will shine even brighter.</p> <p>We thank you all so much for your support, we do have a document that I'd like to share. If I could ask my colleague who's running the zoom to just walk through with the presentation, I just want to highlight a few things before I move on. So if you can advance the slide, please.</p> <p>Now you can see the slides are highlighted by images of people in our zoom environment, you can keep going to the next slide, please. As you can see, the various partnerships and a few of our programs. And what inspires me about this slide is all the hands are up. These are people asking questions of the experts and asking questions about information they need to move their business forward. So, this is the new era, the continued new era in the BBPA, what I call the post pandemic, as we look to build, the annual report will be available online for you all to see.</p> <p>I will now pass a motion to approve the annual report as presented. Motion moved by President. Seconded by Treasurer, Michael Pinnock.</p> <p>Poll was conducted for approval by membership; in the absence of any nays, the motion carried.</p>
<p>Treasurer's Report</p>	<p>Thank you very much, Mme President, and welcome to all the members here. I am going to monetize the report that the President has just presented. We did send out the audited statement to all members. And if you were to look at that statement right now, what you'll see is that we have broken the consistent cycle of doing \$600,000 a year in terms of revenue. This year, we did \$3.3 million, which is five-and-a-quarter times the average over the last six or so years. And as the President mentioned, we deliver 21 programs, so</p>

our expenditures went up three times, compared to the average over the last six years, with program expense being one

\$1.2 million compared to \$603,160,00 last year. So what I'd like to leave with the members, and I'll open for questions, and then we'll go into the auditors presentation is that this year in keeping with the narrative that the President just mentioned, and all those good things that we have done, the financial statement also reflects tremendous growth and stability. We are now very liquid, and very solvent. And we are in a better position to deliver on our projects and programs as we go forward. In closing, I'd like to say I'm very, very happy to be the treasurer for the second year in a row. Last year, we showed some growth, but we're still behind the barn. This year, we show not just growth, but we're ahead of the eight ball. So I'm very happy and very pleased. And I will take any questions you may have on the actual numbers in the financial statement.

The treasurer opened to question on the zoom chat. Pending no questions, asked to move a motion to accept the financial report. Moved by Nadine, seconded by Andrea Barret. Poll conducted 100% acceptance. Motion carried.

Auditors Report:

Good afternoon. Good evening, everyone.

We will not be going through the financials in great detail, we will just be issuing to you an overview of our opinion. GMS Professional Corporation is a Chartered Professional Accounting Firm, licensed under the Public Accountants the act of 2004 to conduct public accounting within the province of Ontario. We conducted our audit of the BBPA in accordance with Canadian generally accepted auditing standards. Except for the usual qualifications regarding our inability to give an opinion on the completeness of revenue. And this is relevant to all, if not all nonprofits since the revenue involves donations, we believe that the financial statements of the BBPA present fairly in all material respects the financial position of the BBPA. The results of its operations and the cash flows for the fiscal year ended March 31, 2021. We did not see any evidence that the BBPA was negatively affected from a financial perspective from the pandemic.

Now, if there any questions regarding the financials, we stand ready to provide these responses either by phone or by email, and you can obtain my details, my direct contact details from the treasurer, and you can be assured that your questions will be treated with the strictest of confidence. Thank you.

The treasurer thanked GMS on behalf of the Board at its membership We appreciate your exceptional service. We have one order of business from Mr. Treasurer, which is to reappoint the auditor for the upcoming year, the next cycle which ends March 31, 2022. Thank you very much. Agreed to appoint GMS as the auditor for the upcoming year.

<p>Special Guest</p>	<p>Tiffany Callender, CEO of FACE</p> <p>Hello, everybody. My name is Tiffany calendar, and I am the CEO of the Federation of African Canadian economics. So glad to be with BBPA this evening, during their AGM, we have taken on quite the big role in Black Canada. This year, we've moved the dial forward by the historic announcement to have an entrepreneurship program, from coast to coast. And it's been my pleasure to be hosted by the BBPA during my visit, here in Ontario, because working together is really the key to us having any success as a community in this country. The BBPA and its members have a tremendous number of programs and outreach and have kind of grounded themselves for almost 40 years in the community. So when we're looking at historic events like the black entrepreneurship program, that includes the Black Entrepreneurship Loan Fund, which is administered by the Federation of African Canadian economics, and the BBPA. Being a founding member, I truly believe that we have the wealth of experience and the trust of the community by having BBPA at the table as we move this agenda forward to our economic independence as a Black community here in Canada. So congratulations to you, the members to members of the board of the BBPA on this next almost historic AGM. I look forward to be here next year at the historic AGM as well. So congratulations, and the great work must continue and FACE is here to continue to support the BBPA. Thank you for having me.</p> <p>President thanked Tiffany. It has been quite a pleasure having you in Toronto. And of course, we look forward to continuing work together as we work to build a strong solid future, where black entrepreneurs across the country will have access to all the resources they will need to build, grow and scale and sustain their business. Thank you. And now I'm going to pass it over to our Executive Director Francis Del Sol, to introduce our guest speaker.</p>
<p>Introduction of Guest Speaker</p>	<p>Allison Hector Alexander, is an equity and inclusion specialist with 15 years of experience in creating and leading policy education, training in anti-racism anti-oppression allyship equity. Allison is the Director of Diversity, Equity and Inclusion with the regional municipality of Durham. Her most recent work experience was at the at the Director of the Office of Equity, Diversity and Inclusion at Durham College, where she had oversight for the college's diversity and inclusion services, the Ontario access and inclusion program and the sexual violence mandate. She was also responsible for the first peoples indigenous center and orientation and transitions programming for all new students. Allison has been recognized with the Champion Award by PFLAG Canada Durham Region, for her work in creating spaces. Through her work in all areas of diversity. The region of Durham has recognized her with the diversity champion award in 2019. Allison was also awarded the</p>

	<p>Madiba award. Alison completed a Bachelor of Arts Honors Degree in adult education and digital technologies, and a Master of Education degree with a focus on anti-oppressive practices, access and equity in higher education. It is my pleasure to introduce Allison Hector Alexander, who I call my friend and a fellow Dominican.</p>
<p>Guest Speaker</p> <p>Allison Hector-Alexander</p>	<p>Thank you so much for inviting me to speak with you and to speak with your members. This evening it is an honor, it is a pleasure. So thank you, I just want to make sure that everyone can hear me. I said, inviting me to speak with you about, equity, diversity inclusion. And what does that mean for Black communities in the era of COVID-19. So we've heard quite a lot in the last year and a half post George Floyd, from many organizations, from many agencies, from our governments, you know, about their commitment to DI or EDI or whatever iteration that we've heard about equity, diversity and inclusion. But what does that really mean for us, you know, and for our communities in this era, of COVID-19. We talk about diversity, and we talk about the commitment to increasing presence, increasing diversity, we've seen that expressed, in many different forms, including intersectionality. And overlapping, of race and ethnicity, race and gender and sexual identity and ability, family status, the full gamut. And so we look at as entrepreneurs, but also in other spaces that we are, how we celebrate the uniqueness that each one of us shows up with, then we talk about inclusion, and we talk about, the commitment to pursuing deliberate efforts to ensure that the spaces that we occupy recognize our differences and we are welcome. That different perspectives are respectfully heard, where every individual feels a sense of belonging and inclusion. And we know that by building a critical mass of diverse groups and creating a vibrant climate of inclusiveness, we can more effectively leverage resources on diversity to advance for our collective need to be seen, to be heard and to be valued as Black folks. But what we want to focus on what we want to work towards, it's not to be equity seeking folks, but to be equity deserving communities. And so when we're talking about equity, we need to commit to holding those who hold power. And also we also need to be committed to working actively to challenge and respond to bias and harassment and discrimination. And we are committed to policies of equal opportunity for all persons realizing and recognizing that the legacies of enslavement and the legacies of colonization continue to perpetuate power imbalances, and that these power imbalances result in disparities, it results in exclusion and injustices for Black communities.</p> <p>And so, we need to look at the intersecting and overlapping of equity, diversity, and inclusion. So this analogy is missed quite a bit when it comes to equity, diversity and inclusion. Diversity is where everyone is included, is invited to the barbecue, the cookout the party. Inclusion means that everyone has the opportunity, everyone has the opportunity to dance, that doesn't mean that we're dancing. And equity means that everyone gets to contribute to the music, to the food, to the location to the planning of the whole party. And so we're all on the dance floor in whatever capacity you</p>

choose. So how do we contribute to the playlist and the planning of the party when we look at outcomes related to COVID-19, and it is clear that race matters.

Although this data is not consistently available across Canada, we have local sources that indicate that racialized communities are being disproportionately impacted by COVID-19. For example, surveillance data from Toronto and Ottawa indicates that COVID-19 cases are up almost five times higher among black communities and other racialized populations compared to non-racialized populations in those two cities. This disproportionately impacts existing health inequalities that are strongly influenced by a specific set of social and economic factors: income, education, employment, housing, you know, that shapes our position in the society. And so how do we contribute to the playlist? How do we contribute to the planning of the party, when we continue to witness violence being perpetrated on black bodies at alarming rates? When Black folks continue to be the most significantly disproportionately impacted group by this pandemic through lack of access, exclusion, employment, underemployment, precarious employment, or employment displacement? How can we contribute to the nucleus when advancement opportunities for employment, or advancement opportunities in our businesses are hindered, we continue to be stopped by police at an alarming rate higher than any other racialized group, more of our children and families are now getting into child welfare system, which in itself negates all culture or dynamics and our uniqueness, or access to health care come with its own structural and systemic implications when we're not seen, we're not listened to or we're not given agency about how we negotiate or care. We cannot contribute to the failures when the structural ways that racism shows up, continues to influence the systemic and institutional and emboldened the individual and interpersonal experiences of racism.

So how, then do we get on that dance floor and show them how it's done, when the party wasn't even planned with us in mind, we need to take up space to ensure that we are building capacity that all Black communities are able to thrive, where all entrepreneurs are able to thrive. We organize and mobilize, and we share resources and we advocate for change/ We access opportunity and access at all levels, in our workplaces, in our businesses, with our representatives and governing bodies. We normalize, talking and seeking support for the trauma that comes with racism, racial aggression, the violence, and the exclusion that we face daily; we have to acknowledge that the work is exhausting, and sometimes just existing is exhausting.

An important first step for all of us in improving health equity is to acknowledge and address underlying inequalities of inequality, and inequality that Black communities face. So, moving forward, it will be crucial that we prioritize the collection and the analysis of risk based data across this country, and that we follow culturally responsive, responsive data collection, management and reporting standards and practices when we're doing so. You know, that this information, understanding where and how, that who's

	<p>most impacted, and so how do we hold healthcare agencies, accountable to action for that work?</p> <p>As a community, you have to contribute to the people that we collaborate with to tap into the financial resources that will support Black businesses. And we'll build frameworks and programs and services and health for our communities. We mentor, we engage with others and we ask for guidance as mentees, we educate, we outreach, we share information, we build each other up, we open doors for those coming behind us who will need to stand on our shoulders, we use the position on the personal powers and we name, we disrupt, we dismantle and we resist racism. For most of all, we remind ourselves, our communities, or partners or collaborators, our children and each other, that we come from excellence, and that we will continue to manifest excellence; our collective trauma does not define our collective success. As Black folks, we are here and we excel. We will continue to excel because we have always excelled in spite of everything.</p> <p>Thank you, thank you so much for having me for inviting me. And I continue to congratulate you on the work that you do and that you continue to do. And here's to celebrating 40 more years!</p> <p>President open to questions and thanked Alison. "I'm always so happy to hear you. You're so wise and brilliant. Absolutely brilliant. Listen, you make us so very proud. Thank you very much for joining us tonight. It's an honor and a privilege to see. As you heard, we have 21 programs, and Allison participated in one of them. And we're definitely going to have her back, so you can ask your questions at that time."</p>
<p>Nominating Committee</p>	<p>The Chair reviewed the nomination rules and presented the slate of nominees for the new Board of Directors – with a brief description of the positions. A short description of each nominee was shown in a PowerPoint Presentation, and they were identified by standing. The positions that were up for voting, in the slate, included president, vice president, corporate governance, membership chair, director at large, volunteer director and secretary.</p> <p>The chair moved that the membership adopts the slate as presented, with members voting via zoom.</p> <p>Motion moved by Oliver seconded by Jenny Gumbs. All in favor through zoom poll - carried.</p> <p>Announcement of the new Board members were presented as follows:</p> <ul style="list-style-type: none"> ● Nadine Spencer, President ● Ross Cadastre – Vice President ● Michael Pinnock - Treasurer ● Miriam Mutale Simmonds – Volunteer Chair ● Penne Santiago - Governance Committee

	<ul style="list-style-type: none"> ● Roderick Brereton – Membership Director ● Carmen Hanson-Hoyte – Corporate Secretary ● Rustum Southwell – Director At Large <p>President Nadine Spencer gave her acceptance speech thanking participants and presenters and welcoming the new team for the year 2021/2022</p> <p>She shared the hope that with the new team, exponential heights will be reached by the BBPA especially for the Black community.</p>
Closing	Meeting adjourned as the group moved to the larger room at the JCA for the FACE community meeting.